



We provide Talent Management solutions to select, develop & retain an exceptional workforce. Our assessments & analytics tools improve alignment of your workforce and mission.

Talent Management Solutions for OACCA Members

Established in 1970, The Devine Group has helped nonprofit clients strengthen their organizations through our Talent Management solutions. We apply innovative Human Resource technology and industry leading predictive models to continually help organizations reduce costs, increase revenues and optimize productivity.

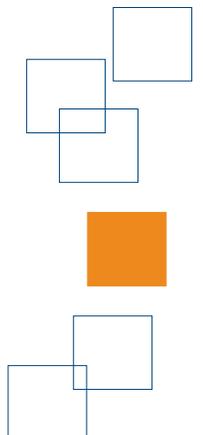
The Devine Group provides nonprofit clients with Human Resource solutions applicable to the entire employee work life cycle, including talent selection, onboarding, development, team building, succession, engagement and separation. Our solutions are held together in SaaS platform, which allows our clients a one-stop destination for their Talent Management needs.

By leveraging our tools with state-of-the-art statistical analysis techniques, we can estimate the performance and turnover improvement potential of both existing and future employees, saving our clients time and money on hiring and training expenses.

Our team consists of accredited and certified staff in the areas of I/O psychologists, human resource generalists, labor economist and statistical modeling and training specialists.

Some of Our Nonprofit Clients

Headquartered in Cincinnati, Ohio, The Devine Group has been a leader in employee assessments for more than 40 years. Our HR solutions consistently impress our nonprofit clients, which include **Talbert House, The Children's Home of Cincinnati, Beech Acres Parenting Center, Council on Aging of Southwestern Ohio** and many more.



Our assessment solutions help define exactly what talent your organization will need - predict based on your mission and strategy, future expansion plans and on going hiring demands

How The Devine Group is different

Our Experience

We take pride in our craftsmanship and ability to build practical and relevant talent management solutions that we have been providing to a wide range of clients over four decades. Our philosophy is built on the premise that there must be tight alignment to clients' business goals, objectives, strategic imperatives and desired culture. We form project teams that bring the right expertise to address your needs.

Our Solutions

The Devine Group's integrated talent management solutions were created to support people strategies and the achievement of business metrics. Our products are delivered through a user-intuitive, client-managed web portal and support selection and development strategies meant to align talent with job requirements and organizational needs.

Our Process

We connect stakeholders with solutions. Our process includes utilizing stakeholder expertise in crafting models; these experts are instrumental in the implementation phase, supporting an enterprise-wide adoption of change. The Devine Group also offers customizable options and we will discuss the risks and rewards of each so that clients can make informed decisions. Further, we believe in establishing long lasting partnerships to continue best practices far beyond implementation.

Our Results

We help create business results for our clients, that helps them be aligned with their goals. Our Human Resources solutions add value by revenue growth, enhanced productivity, targeting training, reducing turnover, reducing shrinkage, better safety and reducing absenteeism.

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